



SAVE UP TO 47% WITH OUR CYCLE-TO-WORK SCHEME

Green Commute Initiative is the industry-leading cycle to work scheme which is the best deal for employees, employers and bike shops. GCI's pioneering scheme was the first to have no £1,000 limit, allowing employers to set their own scheme limits.

EMPLOYEE BENEFITS FROM GCI

- Save up to 47%, depending on tax rate
- Have a bike over £1,000
- E-bikes, cargo bikes and specialist cycles & trikes
- Accessories are allowed
- Actually own the bike at the end of the end of the scheme
- Cycle to work on an E-bike without getting hot and sweaty
- Reduce air pollution; improve your health
- Save money on the cost of running a car
- No stress about car parking or using public transport
- Enjoy using the bike at the weekends too
- Help make the planet a better place to live

SPECIALIST AND ADAPTED CYCLES

GCI is an inclusive cycle to work scheme. If you have a mobility issue or additional support needs which means you cannot ride a standard bicycle, then consider getting a new cycle or trike through GCI.

YOUR BIKE WILL BE SAFE WITH US!

GCI is a social enterprise whose constitution prevents it from taking on debt therefore it can never have creditors and cannot become insolvent. This means the bikes are safe and will always end up with the employee.

HIGHER RATE TAXPAYER

Bike price	£2,452
Net monthly cost	£79
You save 42%	£1,030

LOWER RATE TAXPAYER

Bike price	£1,297
Net monthly cost	£49
You save 32%	£415

POWER AWAY ON AN E-BIKE

With an E-bike you can sail over hills and cruise long distances, all because of the battery. This powers the bike, when you want it to, so whenever you feel cycling is taking too much effort, activate the power and away you go. E-bikes are great for commuting; cycle in your business attire without getting hot & sweaty and arrive at work on time, feeling energised, and not stressed from the commute. We call it the E-bike smile. Once you've been on an E-bike, you'll never look back!



A GUIDE TO HOW INSTANT GCI WORKS

1. Firstly, you choose your new bike and any accessories you might need.
2. Once you have chosen your bike package and have a price from one of our registered resellers, you will need to **submit a quote**. This will generate a Pro forma Invoice for a GCI voucher which will cover the cost of the bike package. You need to take the Pro forma Invoice to your HR department so payment can be made.
3. Once we have received the payment, we will send you the Salary Sacrifice Agreement and the Hire Agreement for electronic signature via E-Sign. The Salary Sacrifice Agreement is between you and your employer whilst the Hire Agreement is between you and GCI.
4. When we receive your signed documents, we will pay the bike shop and send you the Collection Voucher. Take this with you when you collect your new bike package from the bike shop.
5. Since your employer has paid us for the voucher, you'll need to reimburse them. They reduce your gross (before tax) pay by the value of the voucher. This is called salary sacrifice and it means you don't pay tax and NI on the amount of salary you sacrifice. Depending on your tax rate, you'll save either 32%, 42% or 47% on the cost of the package.
6. The Salary Sacrifice Agreement will detail the repayment period and the amounts to be taken from your salary each month. The repayment period will be for a minimum of 12 months but may be as long as 60 months; it's up to your employer. Have a chat with them to reach a timescale which suits you both.
7. Due to HMRC rules we must hire the bike to you. Our Hire Agreements are always for three months. We'd love to give you the bike at the end of the three month's hire but if we do, HMRC will make a benefit in kind charge based on 25% of the new value of the bike. So, we make you a free-of-charge loan of everything for 5 years and 9 months. This means you continue to benefit from the tax break with no penalties from HMRC. After the loan period you can buy the bike from us for £1. We only charge the £1 so we can demonstrate to HMRC when the transaction took place to protect you from any claim from them. In practice the bike is yours to do as you wish from day one and you can enter into additional or new GCI schemes at any time.

To recap, your organisation pays for the bike package on your behalf and then you repay them by accepting a reduced salary in exchange for the benefit of the package.

Since your salary is reduced, you're not paying tax on the cost of the package. So, you're benefiting from the Government's green transport plan and you're helping us all by reducing pollution, congestion and helping to make a little bit of the world a better place.

